

Temporary non-immigrants who enter the United States as H-2B workers to perform non-agricultural labor and services have the following rights:

JOB OPPORTUNITY:

- Your working conditions and terms must comply with all applicable federal, state and local employment laws, including health and safety laws.

WAGES:

- You must be paid the higher of either the statutory minimum wage or the prevailing wage for the area of intended employment during your approved H-2B labor certification period.

ALLOWABLE DEDUCTIONS:

- Your employer must make all lawful deductions from your paychecks that are required by law (e.g., federal and state taxes).

ILLEGAL DEDUCTIONS:

- Your employer may not require you to pay, either directly or indirectly, for anything related to obtaining the labor certification, including any part of the petition filing fee, the employer's attorneys' fees or agent fees, or recruitment costs.

NOTICE:

- Your employer may not place you outside the area of intended employment without obtaining a new temporary labor certification from the Department of Labor.

(continued on reverse)

you are paid.

- You should keep a record of the hours you work and the wages

RECORDS:

authorized period of stay.

- Your employer is required to provide return transportation to your home country if you are dismissed before the end of your

TRANSPORTATION:



WAGE AND HOUR DIVISION

U.S. Department of Labor

Wage and Hour Division

This card summarizes legal protections and requirements for H-2B workers.

H-2B

For more information call toll-free: **1-866-4US-WAGE** (1-866-487-9243) or visit our website at www.dol.gov/whd